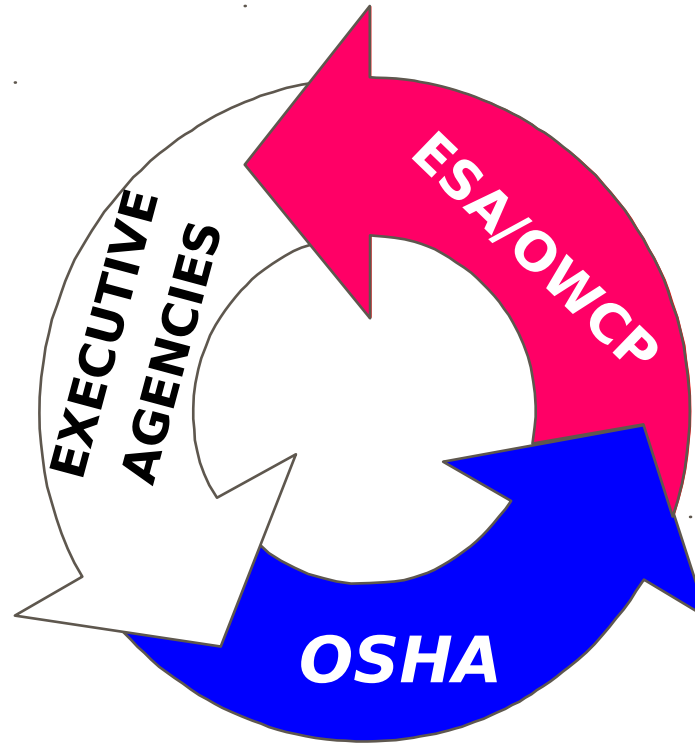


FEDERAL WORKER 2000

A Presidential Initiative



***Working Together For Safer and
Healthier
Federal Workplaces***



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Coverage & Authority

- **Safety & Health for Executive Branch Agencies**
 - ***Section 19 of the Occupational Safety and Health Act of 1970***
 - ***Presidential Executive Order 12196***
 - ***29 CFR 1960***
- **Federal Employees' Compensation Act (FECA)**



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- **Why the need for a Presidential Initiative?**
 - **160,000 Reported Injuries and Illnesses**
in Federal Workplaces each year.
 - **Annual Payment of nearly 2 Billion Dollars in Workers' Compensation Costs.**



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○ How do we meet this challenge?

- A charge from the President to all Cabinet Officers and Agency Managers to get involved;***
- Raising Agency awareness of the human and financial costs of the high incidence of Workplace Injury and Illness; and***
- The establishment of measurable goals to improve or reduce 4 major Safety & Health related indicators.***



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O Defining Success with Measurable Indicators:

- Reduce** the total case rate (TCR) of **Injury/Illness Cases** per 100 employees at agencies with rates above 2.0;
- Decrease** the **Average Reporting Time** by Federal agencies for new injuries and illnesses incurred at work;
- Reduce** the rate of **Lost Time Cases** (LTCR) per 100 employees at agency locations with rates at or above two times the FY-96 Federal average; and
- Reduce** the rate of **Lost Production Days** (LPDR) per 100 employees due to injury/illness incurred at work.

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GOAL 1

Reduce the overall occurrence of injuries by 3% per year, while improving agencies' timeliness in reporting injuries and illnesses to the Department of Labor by 5% each year.





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A Government-wide Goal:

- FY-97 will be the “Base Year”;***
- Government-wide average for total number of cases reported for FY-97 (TCR) = 5.63 injuries/100 employees (4.14 without USPS);***
- All Agencies with TCR above 2.00 to reduce their rate 3% per year for 5 years. Those below 2.00 to maintain their rate;***

More on OWCP (reporting time)

- FY 98 is baseline for reporting time
- Posted on OWCP WebSite
(www.dol-esa/owcp)
- Goal is 5% improvement per year in reporting time
- example if currently at 40% reported in 14 days, then next year should be 45% and so on each year up to 65% in five years

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GOAL 2

- ▮ **Reduce** the lost time case rate (LTCR) for those worksites with the highest rates by 10%, per year for 5 years.





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- **A goal for Agencies with the highest LTCR's:**
 - In **FY-96** Federal Agencies experienced an **average 2.67 cases per 100 employees** with **Lost time;**
 - Agency worksites with LTCR's **two times the FY-96 average or more** have the greatest potential for improvement and will be asked **to work toward a 10% reduction per year.**

10% Site Reduction

- Dept of Defense (26 sites)
- Dept of Justice (25 sites)
- Dept of the Interior (21 sites)
- Dept of Treasury (13 sites)
- Dept of Veterans Affairs (6 sites)
- Dept of Transportation (5 sites)
- General Services Admin (3 sites)
- Dept of Energy (1 site)
- Dept of Agriculture (1 site)

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GOAL 3

- Reduce** the rate of **Lost Production Days**
-- that is, the number of days
employees spend away from work -- **by**
2% per year.





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Keeping Federal Workers on the Job:

- | The reduction of lost production days is a balanced goal that can be accomplished by reducing injuries, lessening their severity or effecting an earlier return to work -- all of which reduce the average length of disability;**
- | This is a goal that can be embraced by management and employee representatives**



More on OWCP (lost production days)



- Baseline not yet established
- 2 components - occupational illnesses and traumatic injuries
- agency pays up to the first 45 days on traumatic injuries (continuation of pay) [COP].
- New tracking system effective July 1, '99

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OSHA and OWCP's Roles:

- | To provide technical/compliance assistance, and training to agencies upon request;**
- | Provide special training on Safety and Health topics for local Federal Safety and Health Councils;**
- | Encourage active participation and cooperation of Federal employee unions and their local representatives;**

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OSHA and OWCP's Roles:

- In cooperation with Federal Executive Boards/Councils, conduct Federal Worker 2000 Seminars for Federal Agencies;**
- Annually, conduct random inspections of 20% of the worksites with the highest LTCR;**
- To track and measure Agency progress and provide feedback annually;**

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OSHA and OWCP's Roles:

- To provide the White House with an annual status report;**
- Prepare for a Presidential Awards Ceremony at the end of the initiative.**



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Ten Highest Agency Compensation Chargebacks

July 1, 1997 through June 30, 1998

Employing Agency	Medical Costs	Compensation Costs	Fatality Costs	Total Costs
Dept of Navy	45,958,853	178,700,424	19,278,677	243,937,988
Dept of Army	34,680,954	117,141,952	10,329,250	162,152,155
Dept Vets Aff	32,479,125	103,163,526	4,457,481	140,118,132
Dept Air Force	27,596,095	89,603,725	7,101,722	124,301,543
Dept Transptn	8,983,193	78,749,937	8,089,444	95,822,574
Dept Treasury	16,215,701	53,015,767	4,721,173	73,952,641
Dept of Justice	20,238,360	43,077,434	4,559,553	67,875,347
Dept Defense	16,291,204	44,277,249	2,160,719	62,729,172
Dept Agrictre	15,992,888	37,575,846	6,779,054	60,347,788
TVA	5,679,820	48,787,004	2,634,800	57,101,623

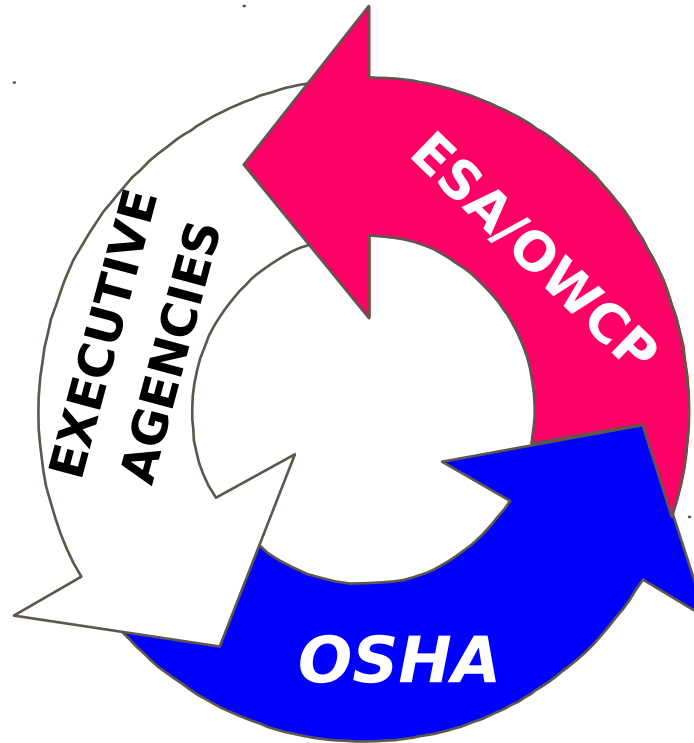


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- Every year approximately \$250 million in new medical and compensation costs are incurred with respect to that year's injuries and illnesses.
- During the five years of this initiative potential Agency chargebacks will provide a base of \$1.25 billion from which savings can be achieved.

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